

Evidence No.	1
Evidence Date	

- Direct Observation       Reflective account
- Questions       Expert witness
- Product       Witness testimony

Candidate name: Candidate B

Evidence	Unit, Element, Pcs	Knowledge
<p>On completing my SVQ level 4 during my time as seconded team leader, I applied for and was appointed to the post of unit manager.</p> <p>I have worked at the Green unit for nearly two years now and in each of the jobs I have done I have found that I used the knowledge and practice skills I gained from my work experience and also from the training I have attended. I think I have been very fortunate that my employers value training and also have recognised my desire to progress into a management role. Before I worked in care I was a manager in a retail unit that was part of a major international chain. There I learned the importance of recruitment and selection of staff, of ensuring that you appointed people with the right attitude and values as then they would respond to the training the organisation provided. This is evidenced in our Inspection Reports and I was responsible for compiling the evidence for this part of the last report.</p> <p>I also learned the importance of teamwork, how to lead a team and how to motivate them. Although moving to a career in social care might seem to some an enormous change of direction I quickly found that my skills were transferable and also that they were valued by my new employers, so much so that within two years of starting as a basic grade worker I had achieved my first promotion to shift team leader.</p> <p>The things I value most in working with older people is the opportunity to learn about the world as they knew it, to understand through their eyes how life has changed from their parents time when if you lived to be old and were poor if your family did not care for you the poor house was the only option. I see it as my duty to the staff in my unit to ensure we never forget what a privileged life we lead in comparison to a hundred years ago and how important it is to value, respect and care about how our residents feel. This requires me to take the lead role in terms of ensuring staff all have access to any learning that will help them undertake their job role better, for some that may be gaining IT skills, for others it might be help with the spoken and written communication, for those who work in the food preparation it may be about nutrition, making jam, or simply learning new recipes.</p>	A1.4.5	<p>A3K14c</p> <p>B7K2f</p>

Evidence	Unit, Element, Pcs	Knowledge
<p>The team can then share their new learning and this helps to motivate them as well as their colleagues. There are also practical reasons for training, it develops the individual's skill base and confidence and I have found that since I introduced this programme in addition to the required SVQ training our staff retention level has increased by 15% and the benefits of this are felt by everyone particularly the residents who are able to develop more meaningful relationships with staff they have known over a long period of time.</p> <p>I hope that this initial pen picture will help me to focus on how I need to develop my evidence for this award, and also help me to clarify what I can bring from my past careers in both the retail and care sectors.</p>		A3K24

Additional Evidence and Clarification	Unit, Element, Pcs	Knowledge

Comments/Feedback to the Candidate

If witness testimony used, please state who supplied testimony and relationship to candidate.

<b>Expert witness signature</b> (if applicable):	
<b>Candidate signature:</b>	
<b>Assessor signature:</b>	
<b>Date:</b>	